



HR1051

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HOUSE RESOLUTION

2           WHEREAS, Unemployment insurance is a benefit that is  
3 supposed to cover workers during times of unemployment when a  
4 worker has no income; under current law, however, many  
5 part-time faculty working in colleges and universities in this  
6 State are unable to receive unemployment insurance when they  
7 have become unemployed between semesters because the college or  
8 university holds that they have a "reasonable assurance" of  
9 continuous employment under labor law; and

10           WHEREAS, These employees, who generally work 30 weeks a  
11 year, are seasonal workers, like actors, construction workers,  
12 diamond cutters, and furriers, all of whom are eligible for  
13 benefits during periods they are not employed; these part-time  
14 faculty employees have no reasonable assurance that they will  
15 have a job when the next semester starts as that decision rests  
16 entirely with the employer and is often based on contingent  
17 factors such as enrollment, funding, and programmatic changes;  
18 and

19           WHEREAS, In many cases, these employees are not notified by  
20 the college or university that there is no position for them  
21 until they are very close to the start of the next semester; in  
22 fact, current law provides an incentive for colleges and  
23 universities to wait as long as possible to officially disclose

1 to part-time faculty that they will not be employed for the  
2 upcoming semester to avoid paying unemployment insurance costs  
3 for those employed between semesters; part-time faculty are  
4 treated unfairly under the current law as they are only  
5 eligible for unemployment insurance benefits from the time they  
6 are officially notified they are not renewed by the college or  
7 university for the next semester; it is only at this time that  
8 they can file a claim to be eligible for benefits even though  
9 they may have been out of work for months before this  
10 notification and have absolutely no control over their  
11 employment; and

12 WHEREAS, Both the California and Washington state  
13 legislatures have passed legislation that ensures the ability  
14 of part-time professional employees to collect benefits during  
15 periods when they are not working; therefore, be it

16 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE  
17 NINETY-NINTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that we  
18 should create a task force to make a recommendation for a  
19 proposal that would help to ensure that part-time faculty  
20 members at colleges and universities are treated equitably  
21 under the law as other workers who have no reasonable assurance  
22 of future employment as it is certainly reasonable and just to  
23 afford these benefits to part-time faculty who have no control  
24 over their contract employment and, therefore, have no

1 reasonable assurance of employment.